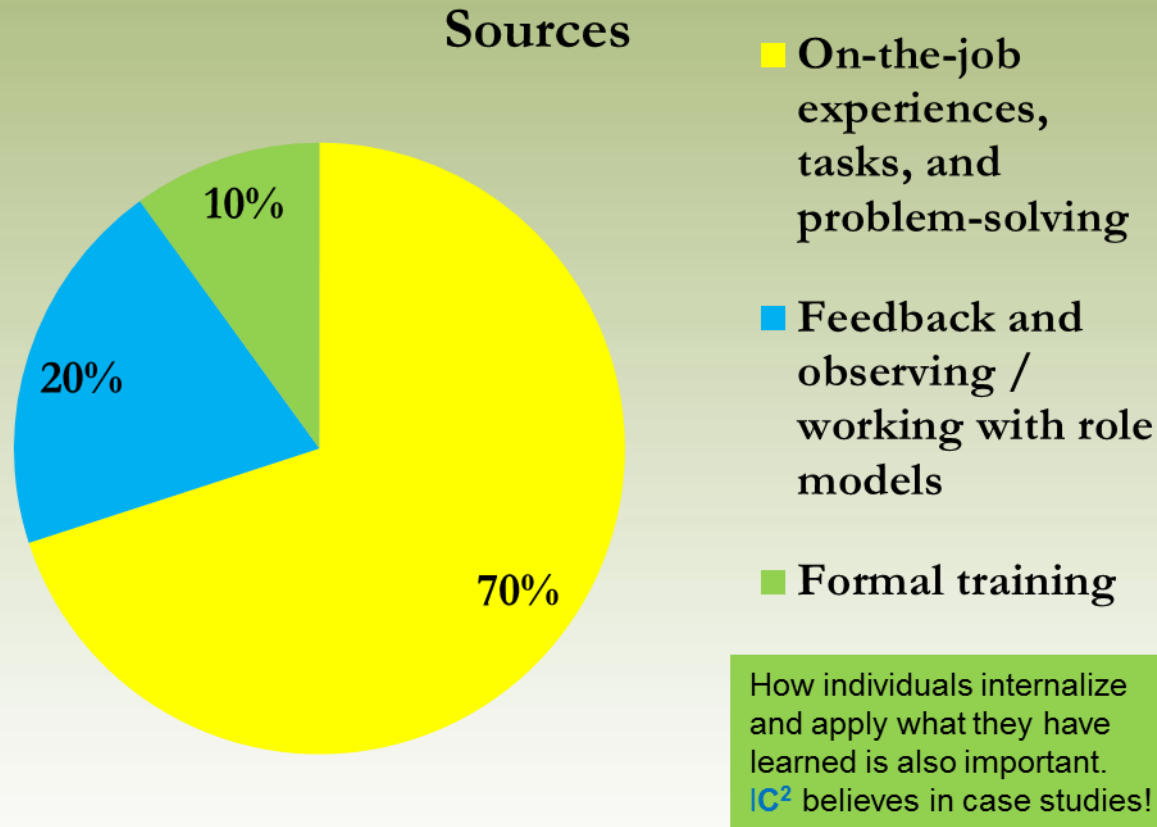


## IC<sup>2</sup> Core Curricula Model - Supporting On-the-Job Learning and Competency Development

- The “70/20/10” model shared on the next slide suggests that up to 90% of learning and development occurs on-the-job, through feedback, and by observing/working with role models.
- The IC<sup>2</sup> core curricula courses in the pyramid below are designed to directly support the strategy that by making the most of on-the-job learning, working with others, and feedback experiences; competency development is optimized and accelerated.



# Where and how do learning and competency development really occur?



*Attributed as an integral component of the “Learning Philosophy” at Princeton University, the “70/20/10” learning concept model was developed by Morgan McCall, Robert W. Eichinger, and Michael M. Lombardo at the Center for Creative Leadership.*

## IC<sup>2</sup> Core Curricula Model – Mapped to Learning/Development Sources

Course	Directly Supports Learning and Development that Occur...
<b><i>Inquiry Skills</i></b> – Managing Productive and Clarifying Dialogue	<ul style="list-style-type: none"> <li>• All sources (recommended as a prerequisite for all other courses)</li> </ul>
<b><i>Successful</i></b> Delegation and Supervision	<ul style="list-style-type: none"> <li>• On-the-job experiences, tasks, and problem-solving</li> <li>• Observing/working with role models</li> <li>• Feedback</li> </ul>
Gathering, Developing, and Delivering <b><i>Effective</i></b> Feedback	<ul style="list-style-type: none"> <li>• On-the-job</li> <li>• Formal and informal feedback</li> </ul>
Coaching, Mentoring, and Counseling – Integrating the <b><i>Behaviors</i></b> and <b><i>Dialogue</i></b> into Day-to-Day Work	<ul style="list-style-type: none"> <li>• On-the-job</li> <li>• Observing/working with role models</li> <li>• Feedback</li> </ul>
Launching and Leading the Magic of <b><i>Successful</i></b> Teams – and Their Competencies	<ul style="list-style-type: none"> <li>• On-the-job</li> <li>• Observing/working with role models and colleagues</li> </ul>